

*The Heller School
Brandeis University*

*The Sampler
of Research
and Training
Programs*

Archvs
LD
571
.B564
F55
1986-87

1986-1987

Foreword

The Florence Heller Graduate School for Advanced Studies in Social Welfare at Brandeis University was founded in 1959 with a gift and early endowment support from Florence G. Heller, a prominent philanthropist and the first woman president of the Jewish Welfare Board. The mission of the Heller School is to develop new knowledge and insights in the field of social policy and to educate students as teachers, managers, researchers and policy analysts. This mission is based on a commitment to develop policies and management techniques to help assure a decent quality of life for all human beings, especially those who are aged, poor, disabled or in other ways lack the capacity or resources to secure their well-being. To accomplish this mission, the School emphasizes social policy analysis, the management of human services and related research activities.

Concentrating on advanced, post-professional studies in social welfare, the doctoral program has educated students for scholarship, teaching, research, social planning, administration and policy analysis. The master's program, established in 1977, has shared this social welfare orientation, training students to be managers of human services in both public and private organizations. In addition to its educational programs, the Heller School has become a major center for social research and social policy analysis. This research, always responsive to nationwide needs and concerns, keeps our educational programs up-to-date and supports the School's policy of incorporating the most current social issues in its educational programs. Students and researchers apply insights from the social sciences and other disciplines to understand human problems and to improve domestic as well as international social conditions.

This Sampler of Research and Training Programs describes numerous research and training activities of the Heller School. Scholarly analysis and the development of practical solutions to vital social issues are displayed through our activities in the fields of aging, physical and mental health, income security, work, families and households, and social change. The steady increase in research projects, despite continually declining funding opportunities, is testimony to the strength of the Heller research community and its constant involvement in society's most pressing issues.

I hope you will find the Sampler useful in obtaining information on the Heller School's research and in displaying the vitality of its faculty and researchers.

Stuart Altman
Dean

The Heller School attempts, through its research projects and management assistance activities, to advance the state of knowledge and practice in several important social policy areas. Faculty and researchers working independently, as well as in the Heller School's research centers, are engaged in a number of significant projects supported by government, foundations, corporations and philanthropists.

The research effort at the Heller School is multifaceted and is constantly changing. The projects profiled represent the most current research activities. For additional details or updated information about our projects, research centers or staff, please contact:

Andrew Hahn, Assistant Dean for
External Affairs or
Cecile Papirno, Development Officer
Heller School
Brandeis University
Waltham, Massachusetts 02254-9110
617-736-3770 or 736-3809
617-736-3009 TTY/TDD

Research Center Activities:

Health Policy Center	2
Center for Human Resources	4
Policy Center on Aging	6
Nathan and Toby Starr Center on Mental Retardation	7
Center for Social Policy in the Middle East	8
National Institute for Sentencing Alternatives	9
Center for Social Change Practice and Theory	9

Other Training and Research Programs:

Program in the Economics of Health and Mental Health	10
Employee Benefits Program	10
Program on Family and Child Welfare	10

Research Interests of Faculty and Senior Research Associates

11

Faculty and Senior Research Associates Biographies

13

Illustrative Research Funding Sources

19

Heller School Publications

21

Research Center Activities

The Health Policy Center

Director

Stanley Wallack

The Health Policy Center was established in 1978 to encourage interdisciplinary and interinstitutional collaboration in conducting health services research, policy analysis, education and training. The Center has achieved national recognition as a leading institution in education, research and technical assistance. In March 1984, the Center was selected to function as the Health Care Financing Administration's (HCFA) major research and policy organization. The Center often works in conjunction with other academic and health service research organizations, as well as with service delivery organizations which serve as laboratories for demonstrating and testing new financing and delivery strategies, and public and private sector cost containment initiatives.

The Health Policy Center has also developed several graduate level training programs and innovative education programs in health policy. Research activities at the Center include designing less costly institutional continuing care communities, feasibility of long-term care insurance and analysis of ambulatory care, as well as many other projects. In addition to the varied policy activities of the Center, the research staff participate in several national research and demonstration activities supported by private foundations.

A generous endowment was recently given to the Heller School to establish the Bigel Institute for Health Policy. The endowment will provide income to fund policy analysis and research on health issues of national importance, with a particular focus on implications for New York. Moreover, the endowment will provide a stable source of revenue to support specific research interests of the Center's staff. It will also allow the Center to contribute more effectively to the state of knowledge on health policy issues by communicating the results of our research and analyses in public forums.

Ambulatory Visit Groups:

Reimbursement for Outpatient Services

This HCFA grant, currently in the last of three years, is to collect and utilize data from hospital outpatient departments and community health centers to determine which differences, compared with private practice, explain the much greater cost of a visit to an outpatient department. The final objective is the development, in collaboration with Yale University, of a usable Ambulatory Visit Group (AVG) methodology for reimbursement. AVGs are the outpatient equivalent of diagnostic related groups (DRGs).

Evaluating the Medicaid Managed Care Program in Massachusetts

This project, sponsored by the Robert Wood Johnson Foundation, examines the implementation of a primary care/managed system in Massachusetts meant to serve Medicaid recipients. The analysis focuses on the State's implementation experience, the impact of the program on State cost containment and access goals and the providers' response to innovation.

Examining the Effects of Medicaid Financing and Delivery

With support from the Commonwealth Fund, the Health Policy Center is studying Medicaid reform initiatives in Arizona, California, New York and Pennsylvania. Case studies of each reform initiative have been prepared, describing the reform, assessing the implementation process and considering current and future issues associated with the reform. A series of papers are being written from these case studies that should help inform Medicaid innovation in other states by extracting and illustrating generalizable lessons from our study.

Visits to Hospital Clinics in New York City

Funded by Blue Cross of Greater New York, this project is examining the universe of visits to hospital outpatient departments and emergency rooms. Using data collected by the United Hospital Fund, it compares diagnoses of patients seen in hospital clinics to those seen in private practice. Approximately 215,000 clinic visits with valid ICD-9 diagnostic codes are included in the analysis.

A Sampling Methodology for Hospital Based Clinic Visits

This project, funded by the National Center for Health Services Research, is being conducted in conjunction with the National Center for Health Statistics. Its purpose is to examine the utilization of American Medical Association tapes to sample visits to hospital-based clinics. This methodology is already used for collecting data from physicians in private practice using the National Ambulatory Medical Care Survey. The effectiveness of the sampling design will be evaluated using data for New York City hospital clinics collected by the United Hospital Fund.

Investigating the Factors Which Affect the Viability of Urban Public Hospitals
Funded by the Josiah Macy Foundation, the urban public hospital project focuses on examining the available evidence about how different policy decisions made by these hospitals influence their performance on three major indicators: efficiency of operations, access to care for the poor and quality of care. The policy decisions under review are grouped in four areas: the governance structure of the hospital, the structure of its teaching affiliation, its degree of dependence on local governmental subsidies and how it decides to position itself in the market. Case study analysis has been performed on four major public hospital systems located in New York City, Los Angeles, Tampa and Memphis for the 1980 to 1984 period. Cross-sectional analysis of a national sample of public and nonpublic hospitals and counties where these hospitals are located has also been undertaken to determine the correlates of efficiency and access to care by the poor.

Hospital Initiatives in Long-Term Care

This is an evaluation of the Robert Wood Johnson Foundation Program for Hospital Initiatives in Long-Term Care. The first objective of the evaluation study is to bring information to bear on the question of what role, if any, hospitals should play in the delivery of long-term care services to the chronically ill or disabled aged. The second objective of the study is to derive lessons from the experiences of the participating hospitals and other sources that may provide guidance to other hospitals interested in becoming involved in long-term care. The study will describe in detail, and then contrast, the 24 initiatives funded by the Foundation in the context of their hospital and community settings. It will also focus on analyzing the strengths and weaknesses of selected approaches to the provision of long-term care by examining the interaction of project initiatives and hospital/community settings in producing project-level outcomes at eight sites.

Cleveland Medically Indigent Study

This project is funded by The Cleveland Foundation and Cuyahoga County. It is designed to identify who the insured are, the location and type of care they receive in ambulatory settings and hospitals, the cost of the care and the policy options available to the community. The reports generated will assist the publicly-appointed Task Force on Medical Care for the Indigent in their deliberations.

The Social Health Maintenance Organization Study

This project is designed to demonstrate that a single delivery system for health and social services can serve an elderly population under a prepaid financial arrangement. The system integrates community-based long-term care services, case management technology and hospital services into a single package available to the people who need it most. The first year of the project was spent in designing the demonstration. In the second year, sites in New York, Minnesota, Oregon and

California began implementation of the program model. Currently, over 7,000 older persons are enrolled in the program. Administrative and technical assistance is provided by the Heller School. In addition, researchers at the four sites are collaborating with Heller faculty and staff on a number of research projects aimed at improving the model.

The Social HMO at Elderplan

A joint Elderplan/Heller School Research Center is on the drawing boards. It is anticipated that this Center will provide students with the opportunity for meaningful action-oriented research in an operational environment. Currently, in addition to planning and seeking funding for this Center, two studies are underway: a survey of member satisfaction and a focus-group study of attitudes of Medicare recipients residing in the Elderplan catchment area of Brooklyn. This latter study is aimed at developing improved marketing approaches and overcoming barriers to enrollment that appeared to exist when the program was first implemented.

Alternative Financing Methods for Elderly in HMOs

Funded by the Health Care Financing Administration, this project has been in process for three years. Since that time, new legislation has been passed and implemented which is facilitating the widespread enrollment of retired persons in Health Maintenance Organizations (HMOs). The research has sought improved methods for Medicare to use in paying its share of the monthly premium for Medicare enrollees. The primary focus of the research has been to build into the payment system the necessary incentives so that HMOs will enroll and provide a high quality of care for persons who are seriously ill.

Transitions in Living Arrangements for the Elderly

Well-being and long-term care service use of elderly individuals can be affected by the physical, social and economic components of their living arrangements (alone, with spouse, with other relatives, with nonrelatives). The current study examines patterns of transition of living arrangements and household composition of the elderly as they are affected by functional health status, age, sex, individual income, housing and local community characteristics. Special emphasis will be placed on the roles of income and disability in affecting choice of living arrangements.

Feasibility of Catastrophic Long-Term Care Insurance for College Faculty and Staff

This study, funded by the Carnegie Corporation, will examine the financial and administrative viability of a catastrophic long-term care insurance plan for college faculty and staff. In addition to developing cost estimates, the research team will work with six universities to ensure that program design specifications are in line with the financial realities currently facing the college community.

Case Management Program for High-Cost Illness

This study is designed to evaluate a major private sector initiative to control the costs of catastrophic illness. The Equitable Life Assurance Society of the United States has developed a program, Medical Case Management (MCM), which is designed to facilitate access to more appropriate care, assure continuity of care and reduce costs. The MCM program will be evaluated on four dimensions and will be analyzed by performing a process evaluation, a quantitative analysis of the claims data comparing cost and utilization, and a medical record audit procedure to investigate quality and appropriateness of medical care.

Investigating the Adequacy of Existing Case Mix Adjustment Mechanisms for Cancer

Using existing databases, this project, funded by the Health Care Financing Administration, will examine the case mix of cancer patients treated at different types of hospitals (comprehensive cancer centers, teaching hospitals and community hospitals) and will determine the utility of computerized severity measures in improving the ability of relevant DRGs to adjust for case mix. In addition, this project will look at how cancer care is increasingly being shifted to the outpatient setting and assess the impact of this on total cost of care for an episode of cancer treatment. As part of this project, primary data may be collected at a number of sites to evaluate the ability of a range of severity measures to more adequately account for variations in resource use or cost among patients.

Partial Hospitalization for the Treatment of Alcohol/Substance Abuse Patients

Funded by the Massachusetts Fund for Innovation, this project is evaluating the clinical and cost effectiveness of a day hospitalization program, as an alternative to 24-hour inpatient hospitalization. A randomized design is being used to assign patients to a treatment or control group. Four hypotheses will be addressed in the study: partial hospitalization patients receive therapy which is at least as effective as inpatient; partial hospitalization results in lower treatment costs; partial hospitalization results in greater patient satisfaction; and it is possible to predict which patients will most benefit from partial hospitalization.

The Causes of Failure to Transplant Human Organs

This is a multiyear national and international study of the causes of organ wastage funded by the Health Care Financing Administration. A large percentage of organs returned for transplantation are never transplanted, with very adverse human and financial effects. This project is designed to develop policies to decrease organ wastage.

The Pew Memorial Trust Associates Program

Administered in conjunction with Boston University, this program is designed to assist communities in developing new approaches to control health care costs. A package of services is offered to major local, public and private purchasers of health care. The objective of this package is to improve purchasers' capabilities to structure, negotiate, purchase and monitor health care programs and to offer communities new models for containing health care costs. Initial phases of the project are currently underway in Cleveland, Tampa and Denver.

The Pew Memorial Trust Doctoral Program

This innovative training program is a collaborative effort supported by the PEW Memorial Trust, and jointly run by the Heller School and Boston University. It provides a two year accelerated Ph.D. program for middle and upper level managers who have demonstrated a commitment to national health policy. Scholars have included the former directors of the Arizona and Massachusetts Medicaid programs and the former Chief Staff Director of the National Conference of State Legislatures.

The Pew Mental Health Program

The primary goals of this project are to promote cost-effective mental health care and to develop appropriate mental health strategies that are compatible with the financing and delivery reforms underway in the physical health care system. In the first phase, a comprehensive analysis and diagnosis of the problems surrounding the production and financing of mental health services will be undertaken. The strategies for cost control that will be investigated will be categorized into benefit design, utilization review, systems of payment and alternative delivery systems.

The Center for Human Resources (CHR)

Director
Erik Butler

The Center for Human Resources is interested in the relationships between economic productivity, income support and human resource development policies and practices. This set of interrelated interests has led to an active agenda of policy research, program demonstration and assistance, and management training in several fields, including welfare reform, youth employment and education, employee benefits and the human resource policies and practices of governments and industry. The Center has also assisted recent efforts to develop an international emphasis in the Heller School by cooperating with the Center for Social Policy in the Middle East, and with several faculty members who are developing programs in the People's Republic of China.

Clearinghouse on Youth Employment and Education

Funded by an informal consortium of national foundations, including the Charles Stewart Mott, Ford and Taconic Foundations, the Center provides a variety of services to the foundations, government agencies and to state and local managers of youth employment and education programs. Center staff are evaluating youth employment programs in more than 20 cities. They provide extensive technical assistance and management training to teams of professionals, school and industry managers from other cities. Finally, through articles, speeches, seminars, publications, the periodic newsletter, *Youth Programs*, and a toll-free '800' line, the Center makes its experience and research material broadly available to the field of youth employment and education professionals. In this effort, over 8,000 persons are contacted yearly.

The Career Beginnings Program

Grants from three national foundations, the Commonwealth Fund, the MacArthur Foundation and the Gannett Foundation, as well as several community foundations, support 24 colleges around the nation in a \$6 million program to assist high school juniors from poor families to make a better transition to work or to higher education. Grants from the Commonwealth Fund support the Center's management and ongoing assessment of the operations of the program, as well as training and technical assistance activities. The Career Beginnings Program is testing the concept of combining summer and year-round employment for high school youth with adult "mentoring" by business and community volunteers. It is hoped that these services, in a college setting, will aid 5000 poor youth in planning for their futures after high school graduation.

The Los Angeles Employment Competencies Program

The City of Los Angeles has contracted for the Center's assistance in thoroughly reorganizing their youth employment programs by establishing competency goals for disadvantaged participants. The Center has been working for the past three years with the City of Los Angeles, the Los Angeles Private Industry Council of business leaders and 20 contracted agencies to redesign their programs in line with learning goals recommended by industry and local educators. For the Center, the Los Angeles work has represented an ideal "laboratory" for testing research-based concepts of youth employment in real life.

Stimulating and Evaluating Public/Private Partnerships at the Local Level

Several initiatives are underway in the Center which explore public/private relationships from different vantage points. The Center, in conjunction with several other national organizations, is developing a Partnership Assistance Consortium. This Consortium would encourage urban partnerships among schools, business groups and community organizations directed at improving youth employment and educational services. This initiative builds on an earlier effort, funded by the Aetna Foundation, to develop an Urban Network Project involving eight cities. A second project, funded by the National Science Foundation, is analyzing the relative effectiveness of public and private delivery of various social services, ranging from employment to home health aide services.

Assessing the Relative Effectiveness of Public and Private Delivery Approaches to Human Service Delivery

Building on the Center's experience with public-private partnerships, the National Science Foundation is supporting a comparative study of publicly and privately delivered services. This study analyzes the similarities and differences of target groups, service delivery, management approaches and costs, with the objective of assessing the relative effectiveness of public and private approaches.

Social Protection Shifts in the Public and Private Sectors

Two current grants from the Ford Foundation examine the "future of the welfare state" through studies of the private social protection system and the relationship of this system to publicly financed benefits. One component of the study is to look at the development of the private welfare system and how it has evolved. Another component examines the prospects for new interventions to expand the role of the private sector in providing social protections. There are additional studies underway in the Center on the public side of welfare reform. A project for the

Massachusetts Department of Public Welfare reviews 20 states initiating work options or requirements in their public assistance programs. This study is part of a long tradition of Center research on work and welfare policies affecting disadvantaged people.

Training in Human Resource Management

Beginning in 1981 with executive education programs for youth practitioners, the Center has provided intensive policy and management training for over 500 planners and managers of human resources in private and public agencies. Working with diverse groups in the states of California, Massachusetts and New York, and local governmental and private social service agencies, the Center has evolved an approach to management education which combines a thorough grounding in the policy arena with hands-on management skills.

Program on Labor in China

This program is alone in linking the U.S. with China in human resources and income security. To date, two executive education institutes have been held in China on labor market and other related topics for students, academics and government officials. The program will offer in 1986-87 executive education programs on private and social insurance as well as on civil service issues. The Chinese wish to learn about Western institutions. Our interest is to study labor and welfare institutions prior to 1979 as well as those under the Deng program of economic reform. Eventually, there should be a flow of students between the two countries. The Heller School is joined in the program by officials of government, labor unions, management and universities affiliated with a wide variety of U.S. institutions.

Policy Center on Aging

Director

James Callahan

This multidisciplinary research center carries out a variety of projects related to the well-being of older workers, retired persons and elderly individuals. Major research efforts in recent years have focused on social security benefits, private and government employee pensions, retirement age policies, transportation needs of the elderly, corporate health benefits for retirees, family caregiving, home care and retirement income adequacy. Current research projects include an assessment of the impact of private pension plan terminations, a study of factors influencing the amount of stress experienced by family caregivers and an estimation of the relative "burdens" of child versus aged "dependency."

Special Early Retirement Incentive Programs

The Center is carrying out a variety of activities designed to better understand the implications of a relatively new retirement option. Increasing numbers of public and private employers are offering employees the opportunity to leave employment early with special benefits. The Center is sponsoring conferences and research projects to explore the impact of these retirement incentive programs on employees and retirement policy in general.

Corporate Nonpension Benefits for Retirees

Corporate nonpension benefits for retirees, which are concentrated primarily in the health and life insurance areas, are an important but heretofore largely unrecognized set of supports for older persons. Recent well-publicized attempts by some companies to restrain rising benefit costs by reducing or eliminating benefits have brought these policies to the attention of both the general public and legislators. The current controversy has also pointed out the lack of available information regarding the extent and nature of these provisions. To fill this gap, the Center is conducting a series of studies to determine the extent, nature and impact of corporate health and life insurance benefits for retirees.

The SSI Asset Test: Who Is Excluded?

SSI currently has a very stringent asset test. As a result, many older persons with little or no income are precluded from assistance because they have financial assets that disqualify them from SSI assistance. There is little information currently available to identify these people. New data is becoming available that would make it possible to study this important policy issue. Over the years, several legislative proposals have been put forth to liberalize the asset tests in means-tested programs. The Center seeks to identify who these options would affect and what their cost would be.

The Recapturing of Assets Through Private Pension Terminations: Impact on Workers

Much of the discussion on the recent phenomenon of asset reversion through plan termination has focused on the potential negative effects on plan participants. Clearly, not replacing a terminated plan or replacing it with a less generous plan will result in benefit losses. However, the magnitude of an individual's loss depends on a host of factors, including the provisions of the original and replacement plans, the portions of working life spent in the two plans and the worker's earnings. In addition, retirees may suffer additional losses due to a company's inability to afford post-retirement cost of living adjustments. This project is designed to estimate benefit losses for a wide variety of workers in a cross-section of companies that have terminated their pension plans to recapture assets.

Population, Aging and the Macro Economy

The principal objective of this research is to assess the size of prospective economic adjustments that may accompany the retirement of the baby-boom generation, focusing specifically on the effects of population aging on the structure of industrial production. While it is recognized that demographic variables alone are not sufficient to determine the level and composition of future output, the study seeks to examine whether the demographic changes expected during the early part of the next century will be rapid enough to create adjustment problems of consequence.

Migration and Regional Economic Growth

The tendency for certain states to be the recipients of large immigration flows is widely recognized. However, the age-specific impacts of migrants on the economies of states are not fully understood. For example, it is likely that the "market basket" composition of older persons' consumption demands will be more heavily weighted toward leisure and service commodities than that of the younger population. This implies that the consumption demands of the elderly may influence the structure of job opportunities available in popular migration states. This project examines these implications by constructing a detailed econometric model of interstate migration and employment growth.

Supportive Services Program for Older Persons

The Supportive Services Program for Older Persons is an initiative of the Robert Wood Johnson Foundation to promote the expansion of health and health-related services to the elderly. These may include emergency response services, respite care, housekeeping, simple home repair and transportation. The program seeks to demonstrate that a private market for such services can be developed in response to the demand in a community by older persons and their families. Grants have been provided to nonprofit home health care agencies in 20 communities. The Center manages the project, provides technical assistance to the sites and monitors site performance.

Demographic Change, the Family and Collective Supports in Old-Age
In conjunction with the Gerontological Society of America and the Peoples Republic of China, an international conference is being planned to discuss issues of financial planning relating to aging in Third World countries. Scheduled to take place in Beijing, the conference will focus on long-term demographic change, population planning, the changing roles of families and the potential for collective support systems (insurance and old age pensions).

The Aging Network and Families Providing Support for the Elderly
This project reviews knowledge available both in the literature and among people who are providing services that support those caring for frail elderly family members. The Center is preparing two documents that discuss past experiences with family caregiving; the knowledge available about the types of services that have proven useful in assisting families who care for their elderly members; and the roles the Administration on Aging network might play in the public support of family efforts to care for their elderly members.

Stress and Burdens of Caregiving for the Frail Elderly
Long-term care of the frail elderly typically involves not only the provision of formal health and nursing services but also informal care from family and friends. This project examines the situation of the primary informal caregivers of 1,260 frail elders who were surveyed by the Census Bureau in 1982. Of principal interest is the combination of caregiver traits, care recipient characteristics and availability of alternative care providers that contributes to greatest net burden and stress for the caregiver. Recent research suggesting that high stress leads to institutionalization of the elder or the search for some alternative caregiving arrangement contributes to the significance of this issue.

Life-Course Patterns and Well-Being in Educated Women
This project compares the life patterns of 2900 women graduates of three colleges. The women, who graduated between 1934 and 1979, responded to an extensive survey on the nature and timing of their employment histories, marriages, childbearing, migration and other major life events. The study is specifically designed to assess differences among age cohorts, black and white women and women with different timing-of-events and life-course patterns. Of special interest are the relations among these different background factors and such outcomes as educational, familial and occupational attainments, health and general happiness.

The Nathan and Toby Starr Center on Mental Retardation

Director
Marty Krauss

In 1985, the Starr Center on Mental Retardation was created through the philanthropy of Nathan and Toby Starr of Toronto, Canada. The Starr Center sponsors a seminar series, visiting scholar activities, conferences and workshops, and student and faculty research. The Center also offers advanced courses in mental retardation policy and research issues; specialized research training; faculty tutorials; independent study using the program's unusually thorough and extensive resource files; and many other community, state, interuniversity and international resources with which the Center and the Heller School have collaborative arrangements. The educational program has a formal affiliation with the Eunice Kennedy Shriver Center.

National Survey of Programs Serving Mentally Retarded Persons

The survey focuses on community and institutionally based programs in which at least 50 percent of the mentally retarded persons served are age 55 and over. The project analyzes the organizational, programmatic and client characteristics of these residential and nonresidential programs. Policy recommendations related to the refinement and/or continued development of age-specialized programs will be prepared.

A Collaborative Study of the Impact of Early Intervention Services on Handicapped Children and Their Families

This three-year study focuses on identifying the impact of various types of early intervention services on children with different types of handicaps and their families. The project is being conducted with researchers from the University of Massachusetts, Boston, and Tufts University.

Applied Research on the Delivery of Services to Persons with Mental Retardation

A series of projects are being conducted using data provided by the Massachusetts Department of Mental Health, Division of Mental Retardation. Studies have been conducted on the residential placement patterns for once institutionalized mentally retarded children, on the reliability of indices for determining self-preservation capabilities of mentally retarded persons, and on the functional, medical and service differences between two age cohorts of mentally retarded adults.

National Research Services Award Traineeships

A specialized doctoral study program is funded in mental retardation research and policy analysis by the National Institute of Child Health and Human Development. Continuously funded since 1967, this training grant supports qualified doctoral students in their educational and research activities at the Heller School.

Invitational Symposia

The Starr Center annually sponsors several nationally focused invitational symposia to intensively explore contemporary policy and program issues in the field of mental retardation. Recent issues include family concerns in mental retardation, and innovative financing and related issues in long-term disability.

International Directory of Mental Retardation

Cosponsored by the President's Committee on Mental Retardation and the International League of Societies for Persons with Mental Handicap, the International Directory is the foremost authoritative resource for information on international programming developments. The Directory is compiled and edited by Starr Center staff.

The Center for Social Policy in the Middle East

Director

Leonard Hausman

The Center for Social Policy in the Middle East fosters transnational cooperation among Arabs and Israelis in the fields of health, welfare and human resources through research and field projects designed to solve difficult social problems and contribute to regional development.

The Center was launched at Brandeis University in 1983 at a meeting of Egyptian, Israeli and American scholars and public officials. It is guided by an international Board of Advisors, chaired by Joseph A. Califano, Jr., former Secretary of the Department of Health, Education and Welfare. Vice chairs are Alexander M. Haig, Jr., former U.S. Secretary of State, and Leo Fields of Dallas, Texas. The Center's Board of Advisors embodies its purpose and spirit by having Arab-Americans and American Jews as the majority of its members.

The Center's objectives are to conduct cooperative research on common Middle Eastern social problems, to train Middle Eastern researchers and practitioners in the social welfare area, and to establish programs in health care, entrepreneurship and education that will benefit the people of the region. Social policymakers in Middle Eastern countries help in designing and implementing these projects; in the United States, government, academic and business organizations contribute to project support. Other academic institutions working with the Center include the Edwin Cox Business School of Southern Methodist University and the UCLA School of Public Health.

The Economic Consequences of Peace

Creating a network of economic relationships among Israel and its neighbors will reinforce regional peace. The aim of this project is to evaluate the possibilities for fruitful economic relationships, both present and future. Teams will be set up in each

participating society, with each team conducting research in its own economy based on prenegotiated terms of reference. American economists will organize, coordinate and facilitate the multicountry research.

Setting an Agenda for Cooperative Development: A Consultation Involving U.S. and Regional Groups and Organizations

Cooperative development is any sustained activity which seeks to promote economic and social growth through Israeli-Arab interaction. This consultation will bring together for the first time Americans, Israelis and Egyptians participating in joint projects in the medical, scientific and agricultural fields, and will focus on information-sharing, coordination and planning.

Encouraging Small Business: A Workshop to Promote Middle East Development Through Joint Ventures

This project is aimed at encouraging private sector development of small and medium size enterprises. A group of entrepreneurs, venture capitalists and facilitators will meet to explore complimentary economic activities. Participants will include Middle Easterners, Europeans and Americans from government, business and academia.

Institute for Human Resources in the Middle East

In cooperation with Southern Methodist University, the Center offers a two-week management seminar for mid-level government officials from Israel and Egypt. The Institute is designed to introduce appropriate skills in policy development and management in the areas of employment, entrepreneurship and human resources. It is a joint project with the Heller School's Center for Human Resources.

Improving Health on the West Bank and Gaza

This project is a consultation aimed at discussing major issues of Palestinian health. It will bring together leading Palestinian health professionals and United States experts in areas of health administration, training and financing. It is a joint project with the Heller School's Health Policy Center.

National Institute for Sentencing Alternatives (NISA)

Director
Mark Corrigan

The National Institute for Sentencing Alternatives is a criminal justice public policy center based at the Heller School. Established in 1980 as a training program for judges, probation officials and others interested in the use of restitution and community service as a sentencing option, NISA has expanded its mission to focus on the broader public policy issues of sentencing, the use of prison and jail and the management of corrections resources. Through education and training, policy analysis, program development and research, the Institute provides services to legislators and elected officials, law enforcement agencies, corrections and judicial administrators and others with a stake in the justice system. The Institute seeks to increase understanding of the risks and needs of criminal offenders; the feasibility of prisons for purposes of punishment and public protection; and the emergence of sentencing alternatives such as restitution, intensive supervision, house arrest and community service.

Residential Community Corrections Technical Assistance Project

The National Institute of Corrections has entered a cooperative agreement with NISA to establish a nationwide center of technical assistance to managers and policymakers on issues relating to the use of community-based residential programs for offenders.

Evaluation of Supported Work/Alternative Sentencing Program

The Florence Burden Foundation has awarded funds to NISA to conduct an outcome evaluation of a pilot sentencing project in which the International Union of Electrical Workers has collaborated with Massachusetts criminal justice officials in the development of a probation program which links low risk jail bound offenders to a highly structured employment experience. The evaluation will measure the impact of the program on jail crowding and the linkage between employment and recidivism.

Sentencing Policy Reform Project

The Edna McConnell Clark Foundation is supporting the Institute in its efforts to provide extensive planning and consultation services to state governments engaged in the process of implementing specific sentencing reforms. Activities include the development of offender risk/needs profiles; population projections; educational and support building meetings; impact analysis; and procedural development for new sentencing strategies.

Colorado Community Corrections Project

The State Administrative Office of the Courts has contracted with NISA to assist in the development of sentencing guidelines and intensive probation supervision strategies as part of a state-wide initiative to employ a risk control sentencing policy.

Career Criminal Research

The National Institute of Justice is supporting a major research initiative in which NISA is evaluating the use of different criteria for prosecution of career criminals in Massachusetts and California.

The Center for Social Change Practice and Theory

Director
David Gil

The Center for Social Change Practice and Theory was established in 1984, the 25th anniversary of the Heller School. The work of the Center is based on the recognition that human ills are rooted in societal structures and dynamics, and in values which often justify and maintain the prevailing social order. Accordingly, the Center's work is oriented toward transforming social, economic and political institutions which result in injustice, exploitation, discrimination, conflict in human relations and ecological destruction into alternative institutions conducive to human development. Such alternative institutions would be shaped by values of social equality, individual liberty and responsibility, comprehensive democracy in every domain of life and harmony in human relations and in relations to nature.

The Center's research program focuses on alternative social and economic policies, alternative modes of practice in human services and alternative social action strategies. A priority area for Center studies is the redefinition, reorganization and redesign of work.

The Center offers courses, colloquia and workshops at the School and in the community. It works with Ph.D. students on dissertation projects within its domain and also with other students interested in its orientations. It offers consultation to individuals and organizations among its target constituencies, and it plans to sponsor visiting scholars and activists in residence at the School. It is also developing a publications program and it organizes annual conferences.

Other Training and Research Programs

Program in the Economics of Health and Mental Health

Director Research Director
James Callahan Tom McGuire

This training program addresses the need for personnel trained in research in the economics of health and mental health. Economic research is beneficial to understanding and solving mental health service problems including reimbursement issues, prospective payment, cost control, mandated insurance, funding services for chronic mental illness and similar concerns. The program combines training in economics with training in methods and quantitative social research, particularly evaluation research. Economic analysis is integrated with methods of survey and evaluation research used in sociology, political science and social welfare to provide a multi-disciplinary approach to issues of service delivery.

The program supports eight Heller School Ph.D. candidates with experience and/or interest in mental health. As mental health trainees they are required as part of this Ph.D. program to take courses in Economics of Mental Health, Health Economics, National Health Policy, Mental Health Policy and Management plus one additional economics course, three research methods courses and an additional policy course. They participate in a biweekly year-long research seminar and do a dissertation in the economics of mental health. Research opportunities for trainees include the Heller School, especially its Health Policy Center, the Massachusetts Department of Mental Health, the Massachusetts Mental Health Center and the Robert Wood Johnson Foundation project on the chronically mentally ill.

Graduates of the program are expected to serve as researchers and teachers of research in University programs preparing both researchers and practitioners for the field of mental health. They are also expected to take leading positions as researchers and directors of research in health and mental health agencies.

Employee Benefits Program

Director
Gerald Bush

Guided by a distinguished advisory committee of representatives from labor and industry, this program is an academic and executive program in the field of employer provided benefits. The academic program includes courses in Fundamentals of Benefits, Benefits and the Law, Advanced Issues in Benefits, Compensation and Human Resource Management. Metropolitan Life Insurance Company supports a program to conduct research on the funding of post-employment health insurance. Many other topics of interest to benefits students, practitioners and public policymakers are studied with support from other sponsors. A specialization in employee benefits is offered in the master's program. The professional journal, *Compensation and Benefits Management*, is edited by program director Gerald Bush.

Program on Family and Child Welfare

Director
Janet Giele

The family program deals with changing family structure, gender roles and the increasing vulnerability of children and youth. Faculty and student research projects link the family program to other Heller School specializations. Family home care is relevant to aging, long-term care, mental health and mental retardation. Women's employment, teenage pregnancy and changing life course patterns affect poverty and well-being of families, children and youth. Socialization in the family shapes later life and is therefore relevant to the study of child welfare, delinquency, human resources, unemployment and disability. The family program provides an overarching framework for understanding these processes and developing effective programs for social intervention. Refer to the Policy Center on Aging for specific research projects.

Research Interests of Faculty and Senior Research Associates

The Heller School is a nationally recognized professional school that, since its founding in 1959, has addressed the nation's social problems as they emerge.

Its faculty and research community includes professionals from a range of social science disciplines and related professions, including well-known scholars and experienced practitioners in the human services. The following represents their current areas of research interest.

To contact faculty and research staff, please call the Heller School Development Office, 617-736-3809, for assistance.

Aging

Economic aspects: James Schulz, William Crown

Family caregivers: Janet Giele, Linda Chatters, Phyllis Mutschler

Home health care and elderly living arrangements: Christine Bishop

Nursing homes (economic aspects): Christine Bishop

Alternative financing of HMO care: Leonard Gruenberg

Long-term care: James Callahan, Jay Greenberg, Christine Bishop

Pensions: James Schulz

Retirement policies: James Schulz, William Crown, Phyllis Mutschler

Alcoholism

Drunken driving: Albert Kramer, Norman R. Kurtz

Economic aspects: Ralph Berry

Motives for drinking: Henry Cutter

Occupational and treatment programs: Norman R. Kurtz, Gerald Bush

Children and Families

Child abuse, domestic and societal violence: David Gil

Children's rights: Gunnar Dybwad

Family care of persons with handicaps: Marty Krauss, Janet Giele, Ken Jones

Organization of social services: Arnold Gurin

Changing work and family roles of women and men: Janet Giele, David Gil, Robert Lerman

Criminal Justice

Prison and jail overcrowding: Mark Corrigan

Sentencing policy reform: Dale Parent, Mark Corrigan

Probation policy and management: Dale Parent, Mark Corrigan

Criminal justice resource management: Mark Corrigan

Offender typology: Marcia Chaiken

Career criminals: Marcia Chaiken

Alcohol and crime: Norman R. Kurtz, Albert Kramer

Evaluation of alternative sentencing programs: Norman R. Kurtz

Employee Benefits

General employee benefits: Gerald Bush

Benefits program evaluation: Andrew Hahn

Social protection systems: Barry Friedman, Leonard Hausman, Robert Lerman

Health Services

Cost containment: Stuart Altman, Stanley Wallack, Ralph Berry

Health maintenance organizations and the social HMO: Stanley Wallack, Jay Greenberg, Leonard Gruenberg, Walter Leutz

Management of health services systems: Stanley Wallack

Hospital services, cost, efficiencies: Ralph Berry

Corporate health benefits: Gerald Bush

Societal factors of health and illness: David Gil

Alternative delivery services: Larry Diamond, Bruce Spitz

Alternative financing methods for elderly in HMOs: Jay Greenberg, Leonard Gruenberg

Ambulatory care: Joanna Lion

Medically indigent issues: Bruce Spitz

Organ transplantation: Jeffrey Protτας

Gatekeeping and case management restructuring: Jeffrey Protτας, Bruce Spitz

Public and private long-term care insurance: Jay Greenberg, Christine Bishop

Health in developing countries: Susan Miller

Income Security

General issues: Leonard Hausman, Robert Lerman

Medicare, Medicaid: Stuart Altman, Stanley Wallack, Bruce Spitz

Work and welfare requirements: Robert Lerman, William Bloomfield, Leonard Hausman, Barry Friedman, Andrew Hahn

Supplemental Security Income Programs: James Schulz

Alternatives to the current public welfare system: Robert Lerman, William Bloomfield, David Gil

Private sector social protection systems: Gerald Bush, Leonard Hausman

Mental Health

Community mental health services: June Jackson Christmas, Wyatt Jones, James Callahan

Deinstitutionalization: Marty Krauss, James Callahan

Ethnicity and mental health: John Spiegel, June Jackson Christmas

Mental health and stress in the workplace: David Gil

Financing and regulation of services: Tom McGuire

Mental Retardation

Family support: Marty Krauss, Ken Jones

Early intervention policy and program issues: Marty Krauss

International aspects: Rosemary Dybwad

Mental retardation, national policies and services: Gunnar Dybwad, Marty Krauss

Gerontology and mental retardation: Gunnar Dybwad, Marty Krauss

Cost, reimbursement and public policy: Jay Greenberg

Public Education

Issues related to school completion and employability: Erik Butler, Andrew Hahn, Susan Curnan, William Bloomfield

Public education and social structure: David Gil

Social Issues

Historical perspectives on social services: Robert Morris

Management of human resources: Gerald Bush

Political action toward social equality and democracy: David Gil

Income distribution: Robert Lerman

Poverty and health: Irving Zola

Social services in China and the Middle East: Leonard Hausman, Susan Miller

Social theory, social change and social movements: David Gil, Janet Giele

Occupational mobility in minority communities: Fred McKinney

World of Work

Government employment and training policies: Andrew Hahn, Erik Butler, Robert Lerman, Susan Curnan, William Bloomfield

Labor law and collective bargaining: Robert Lerman

Technology and future labor markets: Erik Butler, Andrew Hahn, Robert Lerman

Youth employment: Erik Butler, Andrew Hahn, Susan Curnan, William Bloomfield, Robert Lerman

Redefinition, restructuring and redesign of work: David Gil

Corporate human resources: Gerald Bush

Organizational cultures and work: Gerald Bush

Women's changing employment patterns: Janet Giele

Organization and management of private nonprofit corporations: Susan Curnan

Faculty and Senior Research Associates Biographies

Stuart H. Altman, dean of the Heller School, is an economist whose research interests are primarily in the area of federal health policy. He is currently chairman of the Congressionally legislated Prospective Payment Assessment Commission, president of the Foundation for Health Services Research and a member of the Institute of Medicine of the National Academy of Sciences. Dean Altman serves on the editorial boards of *Compensation Benefits and Management and Health Policy*. He has also served as deputy assistant secretary for Planning and Evaluation/Health at the Department of Health, Education and Welfare and as deputy administrator at the Cost of Living Council. His recent publications include "The Growing Physician Surplus: Will It Bankrupt or Benefit the U.S. Health System?" and "Financing Hospital Care: An Uncertain Future" and "Will the Medicare Prospective Payment System Survive? Technical Adjustments Can Make the Difference."

Lawrence Bailis, a political scientist, is a senior research associate at the Center for Human Resources. His principal research and teaching interests include the design, implementation and evaluation of human service programs and the role of community groups in these processes. His current research includes a comparative analysis of programs funded by government agencies and by private companies, and several studies of employment programs for welfare recipients and other disadvantaged groups. Representative among his publications are "Private Sector Initiatives: Vegematic of the 1980s" in the *New England Journal of Human Services*, "Humphrey-Hawkins, Workfare, and Attila the Hun" and *Bread or Justice: Grassroots Organizing in the Welfare Rights Movement*.

Ralph E. Berry, Jr., an economist, is an adjunct professor. His principal research interest is health economics. He has researched and published in the areas of health care regulation, the economic cost of disease and public policy. His publications include "Cost and Efficiency in the Production of Hospital Services, *The Economic Cost of Alcohol Abuse* and "Research Needs for Future Policy" in *Hospital Cost Containment*. Dr. Berry is also an associate editor of *The Review of Economics and Statistics*.

Christine Bishop is an economist specializing in the demand, supply and financing of long-term care for the disabled elderly. Her research includes analysis of nursing home reimbursement and costs, home health care costs, use and reimbursement, continuing care retirement communities and long-term care insurance. Her most recent publications concern Medicare reimbursement policy for home health care and the choice of living arrangement of the community-resident elderly.

William Bloomfield is assistant director of The Center for Human Resources and program manager for The Career Beginnings Program, a 24-site National Demonstration Project. He also serves as editor of *Youth Programs*, the Center's newsletter to practitioners throughout the United States. He has worked with educational institutions, community organizations, state government and private rehabilitation agencies as a trainer and consultant in employment policy, human resource management, program design, evaluation, curriculum development, and vocational and career planning.

Gerald Bush is the director of the program in employee benefits. He is also president of the National Head Injury Foundation, editor-in-chief of *Compensation and Benefits Management* and editor of *Communicating Employee Benefits*. Dr. Bush is a former senior vice president of the Gulf Oil Corporation responsible for the company's worldwide programs in human resources, environmental compliance, health, safety and medicine and was a Presidential appointee in both the Kennedy and Johnson administrations. He was responsible for economic development and manpower for the City of Boston and a founding director of the National Council on Economic Development.

Erik Payne Butler is a lecturer and director of the Center for Human Resources. An experienced manager and policymaker in human resource programs, he directs the Center for Human Resources work in youth employment and education, welfare studies and human resource management training. He has a strong interest in the management of nonprofit organizations, public-private partnerships and in progressive education for school dropouts. Dr. Butler has run employment and training programs for the City of Boston and has served as executive director of the White House Task Force on Youth Employment. He is also currently the coordinator of the Management Laboratory Program for the Master in Management of Human Services Program.

James J. Callahan, Jr., is currently director of an NIMH funded mental health training program, a lecturer/senior research associate and director of the Policy Center on Aging. He has extensive background in public administration, research and education. His public sector experience includes service in Massachusetts as Commissioner of Mental Health, Secretary of Elder Affairs, Commissioner for Medical Assistance (Medicaid) and Assistant Commissioner of the Health and Welfare Rate Setting Commission. Dr. Callahan previously served as director of the Heller School's Levinson Policy Institute conducting long-term care research and was director of the Ph.D. Program in 1982 and 1983.

Marcia Chaiken is a senior research associate at the National Institute for Sentencing Alternatives and the principal investigator for several projects sponsored by the United States Department of Justice. The primary foci of her research are the prediction of high-rate dangerous criminal behavior and the development of innovative criminal justice programs. She is currently directing a study of selection criteria for career criminal prosecution and a study of privatization of police services. She has written several articles and is coauthor of *Varieties of Criminal Behavior*.

Linda Chatters specializes in the areas of aging and human development and survey research methodology. Her current research interests include subjective well-being evaluations among older groups, family support systems, self-perceived health status and the role of religion and the church as a source of informal assistance to elderly. A special focus of her work concerns research on minority elder persons and the influence of cultural factors on the aging process.

June Jackson Christmas, a psychiatrist, specializes in community-based psychiatric care and mental health staffing. Dr. Christmas' research has been in the area of psychosocial rehabilitation, the utilization of paraprofessional mental health personnel and the development of self-concept in ethnic minorities. She has also become increasingly involved in general health policy including issues of coverage of mental health services in health insurance and quality assurance mechanisms. Dr. Christmas has served as Commissioner of Mental Health, Mental Retardation and Alcoholism Services for the City of New York, president of the American Public Health Association and vice president of the American Psychiatric Association. She has also served in the Department of Psychiatry at Harlem Hospital and as a faculty member at Columbia University College of Physicians and Surgeons.

Mark Corrigan is director of the National Institute for Sentencing Alternatives. He concentrates on criminal justice policy reform, the management of prisons and jails, the development of community-based corrections and strategies in probation and parole. He is a former executive deputy commissioner of both the New York City and State Corrections Departments. He is a consultant for the Department of Justice, the National Institute of Corrections and several state and local justice agencies.

William Crown is an economist and regional planner who specializes in macroeconomic issues of demographic change. His current research interests include the "burden" of an aging society and the economic impacts of elderly migration. He has been a researcher and project director for the Multiregional Planning Project at MIT. He is currently a member of the American Economic Association, the Regional Science Association and the Gerontological Society of America. Recent papers include "Some Thoughts on Reformulating the Dependency Ratio" and "Trends in the Economic Status of the Aged and Implications for State Policy."

Susan Curnan concentrates on youth programs and policy analysis related to employment and education. She serves as a consultant to several private foundations, as well as to governors' and mayors' offices around the country with special interests in youth development. Ms. Curnan is a specialist in youth program design and has recently completed a monograph for the National Governors Association. Before coming to Brandeis she spent several years as director of a nonprofit corporation and manager of a private landholding corporation.

Harry S. G. Cutter, a research social psychologist at the Veterans Administration Medical Center, specializes in the field of alcohol and alcoholism. He is a liaison between the Heller School and the Health Services Research and Development program of the Veterans Administration. Current research interests include analysis of the motives for drinking (and not drinking) among alcoholics and rate of relapse to drinking after treatment, and the role of endogenous brain opiates in ethanol analgesia. He is currently studying the consequences of "alcohol denial" and exploring the utility of pain tolerance as an indicator of favorable response to treatment among substance-dependent persons. Professor Cutter has had considerable experience in the evaluation of treatment for married alcoholics and their wives, and of group treatment.

Gunnar Dybwad is a professor emeritus who specializes in the field of mental retardation and other developmental disabilities. He is the immediate past president of the International League of Societies for the Mentally Handicapped. He was awarded the honorary degree of Doctor of Humane Letters from Temple University and an honorary Doctor of Public Service degree from the University of Maryland. He has headed the Child Study Association of America and the National Association of Retarded Citizens and has served as consultant to the President's Committee on Mental Retardation, the U.S. Public Health Service, the U.S. Office of Education and numerous state agencies.

Rosemary Dybwad, a sociologist, is a professor emeritus primarily concerned with the international aspects of mental retardation and other developmental disabilities. She is the author of numerous articles and her *International Directory of Mental Retardation Resources*, published by the President's Committee on Mental Retardation, is being revised for its third edition. Rosemary and Gunnar Dybwad have both received awards for their distinguished service both from the American Association of Mental Deficiency and the International League of Societies for the Mentally Handicapped.

Barry Friedman has worked extensively in the area of income maintenance and has conducted many studies related to work and welfare behavior. This work has ranged from econometric studies to process analyses of program design and administration. He has also worked on evaluations of social service programs and led a study of contracting social services. He has been investigating the role of the private sector in providing social protections and how well these private protections are integrated with protections from government. He has also begun working on the development of social policy and social welfare institutions in developing countries, particularly China.

Janet Giele, a sociologist, is director of the Program on Family and Child Welfare. She is currently directing research on women's changing life patterns, and on stress among caregivers to the frail elderly. Her latest book, *Two Paths to Equality: Woman's Suffrage and Woman's Temperance*, describes the 19th-century feminist movement. Previous books include *Women: Roles and Status in Eight Countries*, *Women and the Future: Changing Sex Roles in Modern America* and *Women in the Middle Years*. Before coming to the Heller School, Professor Giele was a senior fellow at the Radcliffe Institute and principal consultant to the Ford Foundation for its program on women. In 1986-87, she will be a visiting scholar in adult development at the University of Michigan. She will be exploring emerging life patterns of educated women, their impact on family structure and connection with other social welfare issues.

David Gil, a social worker and social scientist, is director of the Center for Social Change Practice and Theory. His research and practice focus on social and individual problems intrinsic to capitalism and on strategies to transform capitalist states into democratic-socialist commonwealths. Professor Gil has recently served as president of the Association for Humanist Sociology. His writings include *Unravelling Social Policy*, *The Challenge of Social Equality*, *Beyond the Jungle* and *Violence Against Children*.

Jay Greenberg teaches long-term care policy and directs the Health Policy Center's Long-Term Care Group. He has written widely in the areas of finance and delivery of health services, particularly long-term services, to the elderly. Among his books are *Long-Term Care: A Policy Perspective*, *Social Science Contributions to Health Services Research* and *Changing Health Care for an Aging Society*. He has worked with both the public and private sectors on the development of long-term care insurance.

Leonard Gruenberg, a senior research associate at the Health Policy Center, specializes in the area of financing of health and long-term care services for the elderly. He is currently working on redesigning the method used by the Medicare program for setting the premium to be paid to Health Maintenance Programs. He also is working on establishing a collaborative research effort with Elderplan, one of the four sites at which the Social HMO project planned at Brandeis is being tested.

Andrew Hahn is assistant dean and lecturer and former director of the Heller School's Management Program. He conducts policy analysis and training and demonstration projects for federal agencies, corporations and major foundations on the employment problems of disadvantaged persons. His recent book, *What Works in Youth Employment Policy*, with Robert Lerman, is a synthesis of practical lessons for program managers and policymakers about effective youth employment strategies. A new interest focuses on the evaluation of privately provided employee benefits and the relationship between benefits coverage and human resource problems such as turnover and productivity.

Leonard Hausman is director of the Center for Social Policy in the Middle East. He is also responsible for the Program on Labor in China and the Peter E. Heller Program on the National Social Conscience and the Future of the Social Protection System. Professor Hausman developed the Heller School master's program and has led a variety of economic studies on work and welfare behavior. He is currently writing a book on social protection systems.

Kenneth Jones is interested in the areas of cost, financing and efficacy of various service modalities for the developmentally disabled. Recent publications include "The Costs of Ideal Services to the Developmentally Disabled Under Varying Levels of Adequacy" and "Policy Implications for the Five-Year Study of Cost and Service Needs of the Developmentally Disabled." He teaches in the areas of computers, multivariate analysis and forecasting time series. He is a fellow of the American Association for the Advancement of Science.

Wyatt Jones, a professor emeritus, studies the impact of large-scale interventions in the areas of mental health, alcoholism, utilization of health services and deinstitutionalization. His current research includes evaluation of alcoholism programs at the Veterans Administration and John Hopkins Medical Center as well as of social work services in community mental health centers. He serves on the editorial boards of *The Gerontologist*, *Evaluation Review*, *Research on Aging* and *Journal of Social Services Research* and has coauthored a textbook, *Social Problems: A Social Policy Perspective*.

Albert L. Kramer is a district court judge in Massachusetts, a national lecturer and consultant in criminal justice and a specialist in the politics and administration of government. He was chief policy advisor to former Massachusetts Governor Francis W. Sargent with responsibility for policy development, drafting and writing state policy papers and speeches. He served as a member of the Massachusetts House of Representatives and is the founder of the National Institute for Sentencing Alternatives (NISA) at Brandeis. He was founder and director of the Massachusetts Law Reform Institute and executive director of the Voluntary Defenders Committee, Inc. Judge Kramer also originated the Quincy Court "Earn-It" program, a national model for alternative sentencing.

Marty Krauss is the director of the Mental Retardation Training Program and director of the social science research department at the Eunice Kennedy Shriver Center for Mental Retardation. Her current research projects include a longitudinal assessment of the impacts of early intervention programs, a national survey of programs serving elderly mentally retarded persons and ongoing analysis of services to handicapped persons using statewide management information systems. She is co-author of *Coming Back: The Community Experiences of Deinstitutionalized Mentally Retarded Persons* as well as numerous writings on service delivery issues for persons with handicapping conditions.

Norman R. Kurtz is associate dean with primary administrative responsibilities for the educational programs of the Heller School. His research is concentrated in alcohol related areas including employee assistance programs. Currently he is studying the effectiveness of diversionary work programs for prison bound offenders. Dr. Kurtz is the author of a popular statistics textbook, *Introduction to Social Statistics*.

Robert Lerman is an economist involved in research related to poverty, income inequality, unemployment and family instability. His current research focuses on young absent fathers and on reducing poverty outside the welfare system. While at the Congressional Joint Economic Committee and the Labor Department, he actively participated in efforts to reform welfare and to reshape youth employment policies. His paper, "Separating Income Support from Income Supplementation," won first prize in a national essay contest on U.S. income support systems. Dr. Lerman is also coauthor of a book, *What Works in Youth Employment Policy?*

Walter Leutz is a senior research associate at the Health Policy Center. Dr. Leutz has worked on the Social/Health Maintenance Project since 1981, leading the development of financing, risk sharing, cost estimate and benefit systems. Recently, he has been the director of the S/HMO Demonstration, in charge of day-to-day management of the project and communication with sites and government agencies. Dr. Leutz is also a graduate of Brandeis' Heller School where his concentration was in the economics of aging.

Joanna Lion is a medical sociologist whose major policy interests include ambulatory care, case mix studies and costs of health care related to reimbursement policy. She is a consultant to the National Center for Health Services Research (NCHSR) and the principal investigator on grants from NCHSR, the Health Care Financing Administration and Blue Cross of Greater New York. Her most recent publication is "A Comparison of Hospital Outpatient Departments and Private Practice" in the *Health Care Financing Review*. Dr. Lion's previous experience includes a 10-year association with the Center for Health Administration Studies at the University of Chicago Business School and experience at two state hospital associations.

Thomas G. McGuire is an associate professor of economics at Boston University and an adjunct professor at the Heller School. His current research concerns the financing and regulation of mental health services. Dr. McGuire has published articles in public finance and the economics of health and mental health, is author of *Financing Psychotherapy: Costs, Effects and Public Policy* and coauthor of *Economics and Mental Health*.

Fred McKinney is an economist whose major interests are health labor markets and the economics of poverty. He is currently working on a national study of the allied health labor market. The focus of the report is to project future demands and supplies in some of the large allied health occupations. Additionally, he is working with the Urban League of Connecticut on the economic conditions of blacks in the state.

Susan Miller is the associate director of the Center for Social Policy in the Middle East. Dr. Miller is the former executive director of the Institute for Middle East Peace and Development at CUNY. She is an expert on Arab-Israeli relations, with specific interests in conflict resolution, health policy and economic and social development in the Middle East. Dr. Miller has lived in Afghanistan, Israel, Morocco and Tunisia, and teaches a course on "State and Society in the Middle East."

Robert Morris is a professor emeritus of the Heller School who continues to teach in the Boston area in the areas of social policy, health care, long-term care and aging. His most recent publications include *Rethinking Social Welfare: Why Care for the Stranger and Social Policy of the American Welfare State*, in addition to articles and chapters in forthcoming books on policy and welfare trends in the United States. He was a member of the Governor's Committee on Alzheimer's Disease and the State Health Coordinating Council and is a member of the working group on Health and Aging, Harvard University Division of Health Policy Research and Education.

Phyllis H. Mutschler currently is conducting research in two areas; the retirement decision and its consequences for retiree financial well-being, and the provision of informal supports to frail elders living in the community. Dr. Mutschler has recently completed a study of the effects of financial incentives, job characteristics and health status on the decision to retire early. With Dr. Giele, she is analyzing the National Long-Term Care Survey to discover which factors contribute to high stress among family members who provide care to frail elderly relatives. Between 1972 and 1982 she was a member of the faculty of Simmons College and Boston University School of Social Work.

Dale G. Parent is the deputy director of the National Institute for Sentencing Alternatives. While working as a Guggenheim Fellow at the Yale Law School, Mr. Parent completed a book on Sentencing Guidelines. He has served as executive director of the Minnesota Sentencing Guidelines Commission, where he was responsible for planning, developing and implementing the first legislatively authorized statewide guidelines system in the country. He has also worked as a senior research analyst for the Minnesota Department of Corrections, and as chief correctional planner for the Minnesota Governor's Commission on Crime Prevention and Control. He has provided consultant services to the National Institute of Corrections and to a number of States developing sentencing and parole guidelines.

Jeffrey Prottas is a senior research associate at the Health Policy Center. He is currently engaged in research regarding the interaction between technology, public policy and social values in the area of organ transplantation. Dr. Prottas is an appointee to the President's Task Force on Organ Transplantation. He is also involved in a number of projects examining attempts to restructure health care systems using gatekeeping and case management approaches, both in primary care and long-term care settings.

James Schulz, an economist, specializes in the areas of income maintenance, pension policy and the economics of aging. Dr. Schulz was recently appointed to the Meyer and Ida Kirstein Chair in Planning and Administration of Aging Policy. A former president of the Gerontological Society of America, he received the Society's Kleemier award for outstanding research in aging. He is a nationally known consultant on pensions and retirement policies, testifying before Congress, the President's Commission of Pension Policy and the National Commission on Social Security. His books include *Providing Adequate Retirement Income*, *The Economics of Aging* and *International Perspectives on Aging*.

John Spiegel, a psychiatrist, is director of the program in Ethnicity and Mental Health. His teaching involves social psychiatry and ethnicity and mental health with special emphasis on policies relating to mental health training and service delivery. A past president of the American Psychiatric Association (APA) and the American Academy of Psychoanalysis, he is a member of the APA board of trustees, the American Family Therapy Association, the Pacific Rim College of Psychiatrists and president of the Mental Health Film Board. He is on the editorial board of several mental health professional journals, and recently wrote an introductory chapter to *Ethnicity and Family Therapy*.

Bruce Spitz is director of the Pew Associates Program at the Health Policy Center. He is responsible for providing assistance to corporate leaders in selected communities in the country to design and implement alternative strategies for cost containment. Over the past decade, Mr. Spitz has had extensive background in implementing reforms in public financing that effect institutional and direct providers of health care.

Deborah Stone is the David R. Pokross Professor of Law and Social Policy. She received her Ph.D. in political science from MIT. As a scholar of the welfare state, she has written widely on social policy, as well as on the role of professions in contemporary democracy. She is the author of three books: *The Limits of Professional Power*, a study of health care in West Germany and the United States; *The Disabled State*, an original theory about the social and legal meaning of disability; and *A Preface to Public Policy*, an exploration of the ethical and political assumptions in policy analysis.

Stanley Wallack, an economist, is the director of the Health Policy Center. His recent research has focused on long-term financing, alternative health care systems and catastrophic illness. While deputy assistant director of the Congressional Budget Office for Health, Income Assistance and Veterans Affairs, he worked on a variety of issues including welfare reform, social security reforms, and health care reimbursement, delivery and financing. As director of the Division of Health Resources in the Office of the Assistant Secretary for Planning and Evaluation (HEW), he was involved in legislative development, evaluation and regulation. Prior to these government positions, he taught at the University of Illinois/Champaign-Urbana.

Irving Zola, a sociologist, is primarily interested in the sociology of health and illness. His recent research has focused on health policy issues facing the aged and those who have disabilities as well as a series of papers on media images of disability. Professor Zola has had extensive experience in clinical settings, has created counseling advocacy and a resource center devoted to people with chronic disabilities. He is editor and publisher of the *Disability Studies Quarterly*. His numerous publications include *Missing Pieces: A Chronicle of Living with a Disability*, *Ordinary Lives: Voices of Disease and Disability*, *Independent Living for Physically Disabled People* and *Socio-Medical Inquiries: Recollections, Reflections and Reconsiderations*.

Illustrative Research Funding Sources

Government

Federal

Department of Agriculture

Food and Nutrition Service

Department of Commerce

Economic Development Administration

Department of Education

Assistance Management and
Procurement Service

Department of Health and Human
Services

Health Care Financing Administration

Office of Human Development Services
Administration on Aging
Administration on Developmental
Disabilities

Office of the Secretary

Public Health Service
Alcohol, Drug Abuse and Mental
Health Administration

National Institute of Mental Health
National Center for Health Services
Research and Health Care
Technology Assessment

National Institutes of Health
National Institute of Child Health
and Human Development

National Institute on Aging
Health Resources and Services
Administration
Bureau of Health Professions
Division of Maternal and Child
Health

Department of Justice

National Institute of Corrections
National Institute of Justice

Department of Transportation

Urban Mass Transportation
Administration

National Science Foundation
Overseas Private Investment
Corporation

State

Arizona Judicial Department
California Department of Education
Colorado Judicial Department
Florida Department of Health and
Rehabilitative Services
Florida Mental Health Institute
Massachusetts Department of Public
Welfare
Massachusetts Department of Social
Services
Minnesota Housing Finance Agency

Local

City of Los Angeles
Cuyahoga County, OH
Duchess County, NY

Foundations

Aetna Foundation
Andrus Foundation
Carnegie Corporation
Charles Stewart Mott Foundation
Cleveland Foundation
Commonwealth Fund
Dallas Jewish Federation
Edna McConnell Clark Foundation
Esselstyn Foundation
Florence Burden Foundation
Ford Foundation
Glenmede Trust Company
Health Services Improvement Fund, Inc.
Henry J. Kaiser Family Foundation
Josiah Macy Foundation
Jaffee Foundation
Jessie B. Cox Foundation
Levinson Foundation
Libre Fund of
the National Community Funds
Macy Foundation
Marcus Foundation
Medical Foundation-Farnsworth Fund
Pew Memorial Trust
Robert Wood Johnson Foundation
Sloan Foundation
Taconic Foundation
The German Marshall Fund
of the United States
The Massachusetts Fund
for Innovation
Youth Project/Circle Fund

Corporations

American Can Company
Boston Health and Hospitals
IBM
Metropolitan Life Insurance Company

Nonprofit Organizations

American Association of Retired
Persons
Blue Cross Blue Shield of Massachusetts
Blue Cross of Greater New York
California Hospital Association
Center for Health Policy Studies
Choate-Symmes Health Services, Inc.
Cleveland State University
Elder Plan, Inc.
Eunice Kennedy Shriver Center for
Mental Retardation
Friends Services for the Aging
National Bureau of Economic Research
National Center for Home Equity
Conversion
St. Margarets Hospital for Women
Washington Business Group on Health



- * Heller School Catalog
- * A Ph.D. in Social Welfare—Pamphlet
- * Master's Degree Program in Management of Human Services—Pamphlet
- * Heller Footnotes—Newsletter
- * HPC Research News—Newsletter from the Health Policy Center
- * Of Current Interest from the Policy Center on Aging—Newsletter
- * Center for Human Resources Newsletter
- * Heller School 25th Anniversary Development Statement
- * The Policy Center on Aging Development Statement
- * The Center for Social Policy in the Middle East Development Statement
- * A National Directory of Programs Serving Elderly Mentally Retarded Persons
- * A Summary Report of Findings from the National Survey of Programs Serving Mentally Retarded Persons
- * Pew Doctoral Program Catalog

For further information on the Heller School's educational programs contact:

Norman R. Kurtz
Associate Dean
Heller School
Brandeis University
Waltham, Massachusetts 02254-9110
617-736-3805
617-736-3009 TTY/TDD

Brandeis University
The Heller School

Waltham
Massachusetts
02254-9110

